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10

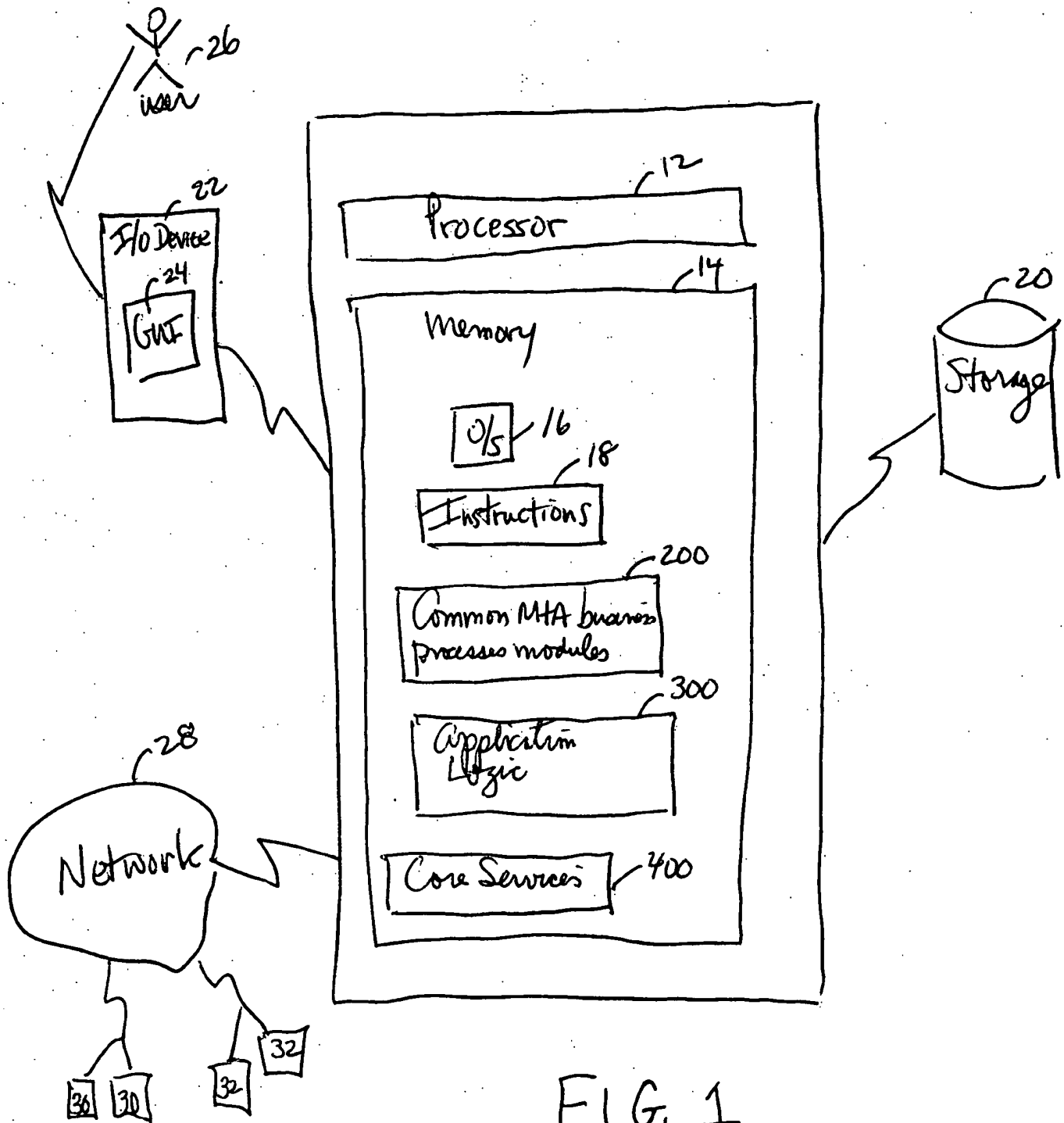


FIG. 1

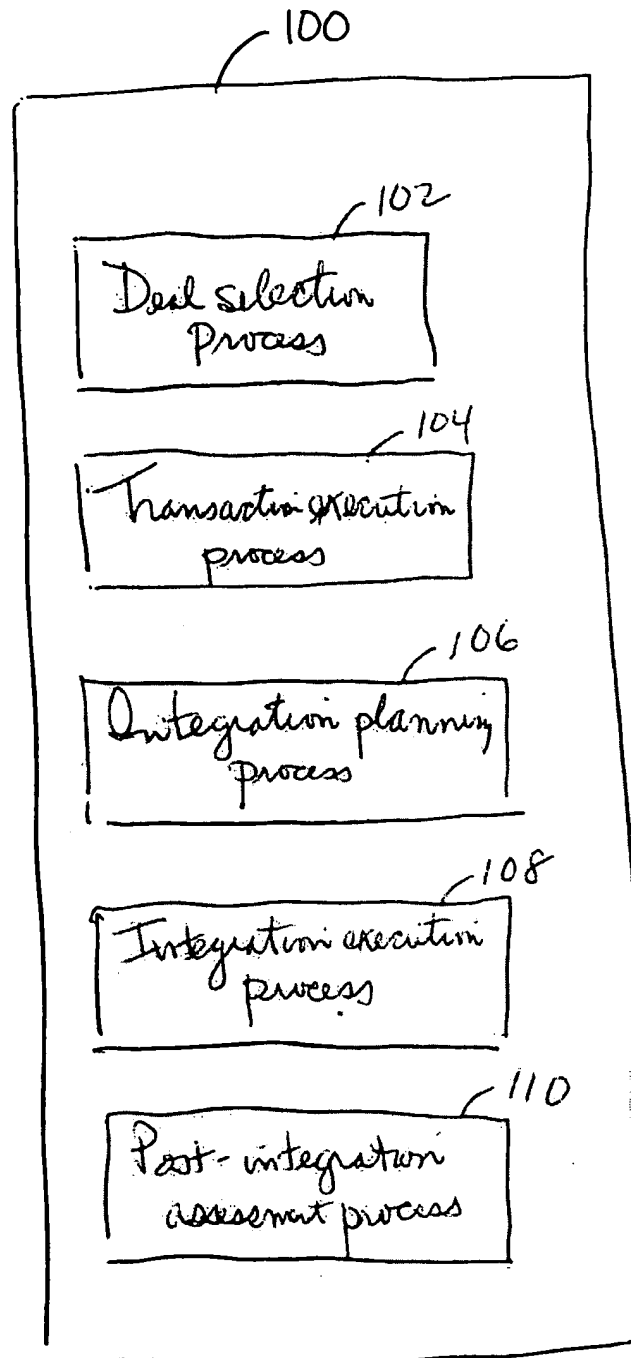


FIG. 2

500

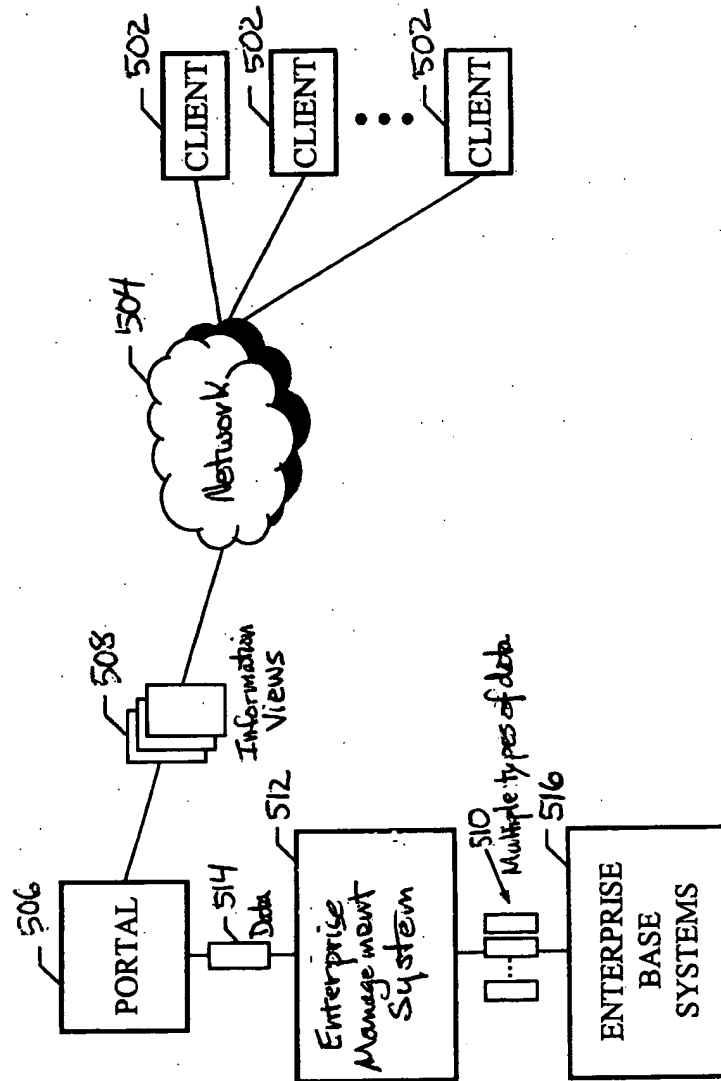
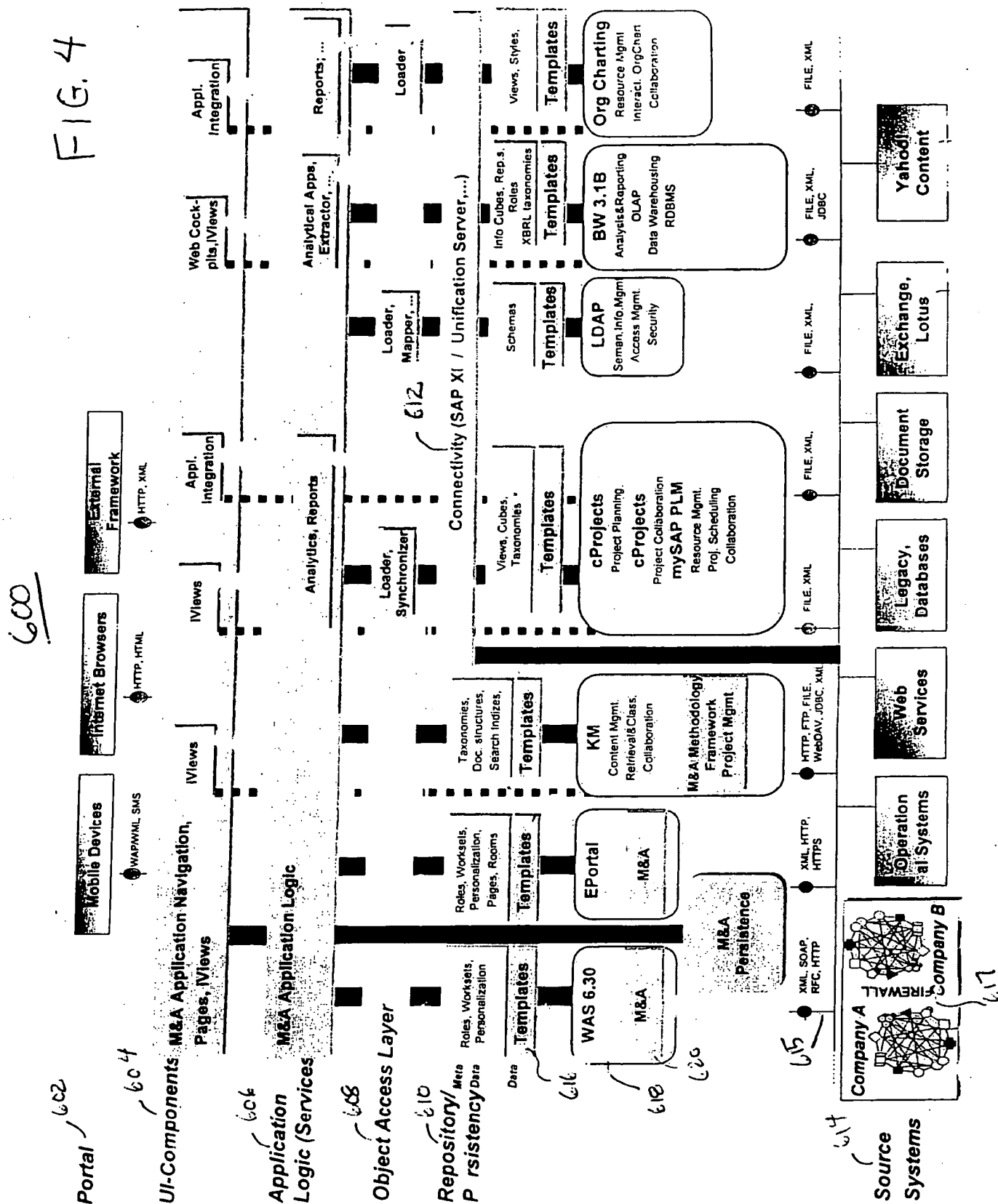


FIG. 3



1300

Quinn Planning 1313 - Sales Workstations Group

1313 - Organizational Unit

1316 - Cost Center 0000000120 Workstation GR 01

1319 - Planning Period 01/01/2012 to 12/31/2012

1320 - Time Interval Months

1323 - Planning Type First planning

1330 -

1333 -

Job	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Administrator	2	2	2	2	2	2	2	2	2	2	2	2
Head of department	1	1	1	1	1	1	1	1	1	1	1	1
Sales employees	5	5	5	5	5	5	5	5	5	5	5	5

1325

1336

1339

Quinn Planning 1340 - Sales Workstations Group

1340 - Organizational Unit

1353 - Planning Period 01/01/2012 to 12/31/2012

1356 - Controlling Area 100

Fiscal Year 2012

1359 - Cost Center 0000000120 Workstation GR 01

1360 - Description

Cost Center	Description
0000000120	Workstation GR 01

F16.5

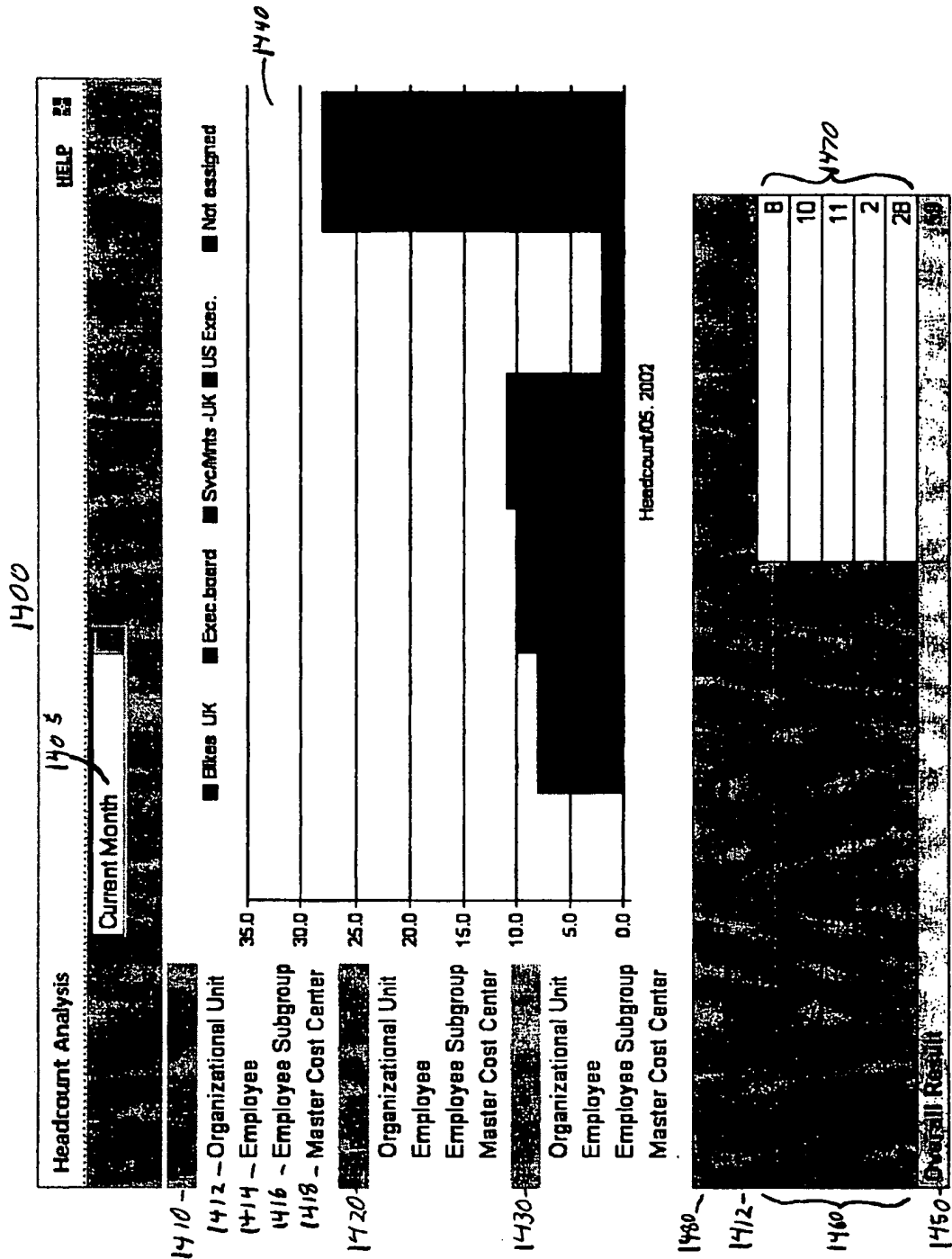


Fig. 6

Applicant(s): Sven Schwerin Wenzel, et al.
ORGANIZATIONAL RESTRUCTURING

1510 1515 1520 1500

Team View: For Camp Billal

1540 1548

1530 1542 1544 1546

Show options

Employee	Personnel Number	Phone	Email
Julia Grimm	00001444	(252) 453-8821	julia.grimm@offshore.com
Ellen Rilke	00001441	(252) 453-9879	ellen.rilke@offshore.com
Axel Janosch	00001443	(252) 453-3245	axel.janosch@offshore.com
Malke Thoma	00001445	(252) 453-9782	maike.thoma@offshore.com
Felix Eckermann	00001446	(252) 453-4588	felix.eckermann@offshore.com
Roland Schröder	00001447	(252) 453-7431	roland.schroeder@offshore.com
Constanze Engel	00001448	(252) 453-3216	constanze.engel@offshore.com
Michael Ende	00001449	(252) 453-4675	michael.ende@offshore.com
Jan Hoffmann	00001442	(252) 453-2392	jan.hoffmann@offshore.com
Andreas Klein	00001450	(252) 453-9874	andreas.klein@offshore.com

Data from 03/02/2006 PM

1550

Fig. 7

1610 1600

Team Village Personnel Change Request

Your selection to create a change request:

1601 - Name	Axel Janosch	1607 - Personnel Number	000123
1602 - Office	BAC/AUTZ	1608 - E-mail	axel.janosch@ides.com
1603 - Office Tel.	31045		
1604 - Personnel Area	Frankfurt	1609 - Personnel Subarea	Zentrale
1605 - Employee Group	Active	160A - Employee Subgroup	Salaries Staff
1606 - Cost Center	Workstation GRB1		

There are 8 change requests available. Click on a link to start a form.

1620 - Change Employee Group and Subgroup	1660 - Separation Request
1630 - Change Personnel Area / Subarea	1670 - Special Payment Request
1640 - Promotion Request	1680 - Transfer
1650 - Internal Reassignment	1690 - Change Working Time

Es: Emp. Res. 1610

Fig. 8



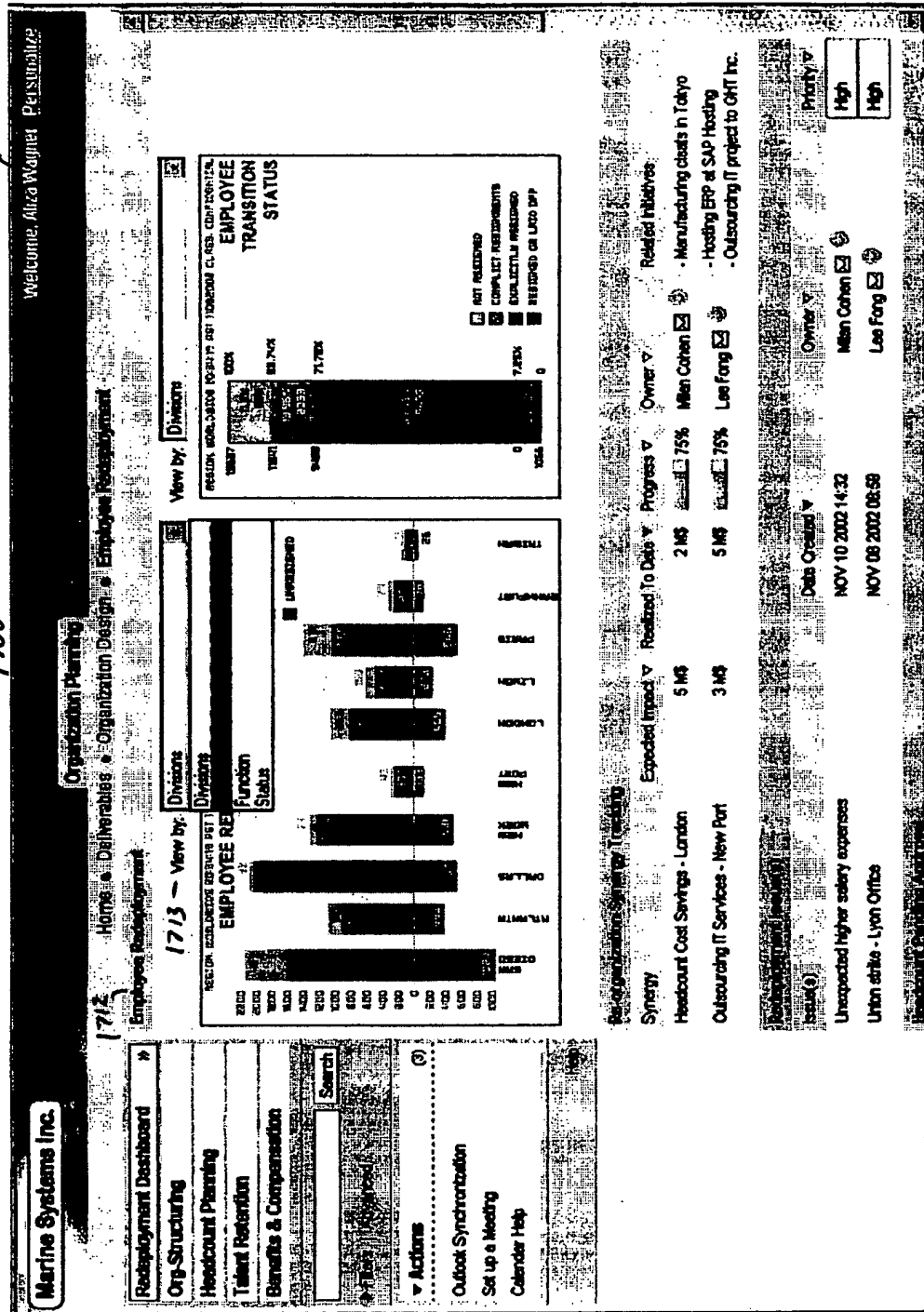


Fig. 10



Marline Systems Inc.		Organization Planning		Welcome Mr. A. Walker - Consultant	
Home » Deliverables » Organization Design » Employee Resource Summary					
Issues	Date Created ▾	Owner ▾	Priority ▾		
Unexpected higher salary expenses	NOV 10 2002 14:32	Melan Cohen ☑	High		
Union strikes - Lyon Office	NOV 08 2002 08:59	Lee Fong ☑	High		
Headcount Impact Summary					
Total ▾	US ▾	BCEA ▾	Yr End ▾		
Pending 1773	1870	3084	1323	159	
Old (Layoff) 1774	(2820)	(1607)	(419)	(0)	
Impact (per year) 1776	(2046)	(11146)	(0.346)	(0.5346)	
Approve Reject 1781					
Headcount Impact ▾					
Atlanta Office Consolidation					
Consolidating Pre-sales organization into services department					
Key Performers					
70105 76% 88% 90% Δ 35%					
Reasons Add New 1797					
Employee ▾					
Technical - ERP FI					
Official - AE EM					
Senior -12 Yrs					
Retention Policy					
Owner ▾					
Not Started					
Contract Signed					
Contacted					
Retention Status ▾					
Note Risk ▾					
High					
Low					
None					
Page 1 / 1					

Fig. 12



Fig. 13

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 ORGANIZATIONAL RESTRUCTURING

2215 2210 1708 2200 1702

Marine Systems Inc. **Organization Planning** **Personalize**

Home **Deliverables** **Organization Design** **Employee Redeployment**

Company: Marine Systems Inc. Org ID: 0000015241 Manager: Yue Hsint
 Headcount: 608 Added Headcount: 659 Open Headcount: 51 Sub-department: Head & Deck Fitting, Fabrication, Mast & Rigging Annual Budget: \$32,549,000 2012 Employee Turnover: 78.6% Employee Qualifications: Sr. Machinist (88), Jr. Machinist (144), Machinist (203), Sr. Plastic Engineer (32), Plastic Engineer (65), Administrator (3), Line Manager (6) Remot:

Marine Systems Inc. 2240 2270

Division: US West
 View by: Organization Structure

Save Create New Delete Modify Headcount Assign To... Assign To...

▼ Actions (1)
 Save/Open Version
 Modify Headcount
 Send for Review/Approval
 Move History

▼ Research & Development - Yue Hsint
 ▼ Right Level Temporary Assignment
 ▼ Head and Deck Fittings Michael Chang
 ▼ Fabrication Jason Ho
 ▼ CNC Team Jeung Guit
 - Jabo Brown Sr. Machinist
 - Deryl Vance Machinist
 - Frank Jones Jr. Machinist
 ▼ Injection Molding Team Kent Clark
 - Abdullah Ahi Sr. Plastics Engineer
 - Abramowitz Stephanie Sr. Plastics Engineer
 - Torres Maryann Plastics Engineer
 ▼ Wood Parts Team Jon Stephenson
 - Barbra Timothy Sr. Machinist
 - Mary Soon Machinist

▼ Product Research Deane Slater
 ▼ Head and Mast Products Larry Ogden
 ▼ Ball Products Josh McDough
 ▼ Engineer Support Group Todd Woody
 ▼ Aluminum & Steel Team Jason Hertz
 - Schultz Karl-Hertz Sr. Mechanical Engineer
 - Newsome Richard Mechanical Engineer
 - Merkle Tim Mechanical Engineer
 ▼ Wood Parts Team Jon Stephenson
 - Bruchmann Hanna Sr. Machinist
 - Pankt Stearns Machinist
 - Wegner Harold Jr. Machinist
 ▼ Fiber Molding Team Adam Vaughn
 - Mahard Deepak Sr. Material Engineer

Fig. 14

[illegible]

2408 2400 2402

Welcome, Jasmillo Personalize

2430

Marine Systems Inc.

Home • Employee Reemployment • Help

2410

Announcements

Create new View Today | Last 7 days | All announcements Compact | Verbose

06/03/02 Christopher Jacobs

Welcome to the Operations Task Force

This portal is intended to aid your job during the merger of Offshore and Speedial. The Steering Committee will ask for a set of proposals from your task force. The task...

Read

2435 2437

Actions:

- Line Manager Home
- Set-up a meeting
- Start a discussion thread
- Build an Org Chart
- Manage Subscriptions
- Merger Portal Help

2440

My Tasks

Synchronize Outlook

Task

2450

My Deliverables

View all deliverables

Assigned Due Name Stat

2460

My Meetings

Synchronize Outlook View Calendar

Date Event

06/03/02 Marine Systems Inc. (Atlanta)

06/03/02 Marine Systems Inc. (Atlanta)

06/03/02 Marine Systems Inc. (Atlanta)

06/03/02 Marine Systems Inc. (Atlanta)

06/03/02 Marine Systems Inc. (Atlanta)

06/03/02 Marine Systems Inc. (Atlanta)

2420

Operations Task Force Team

Refresh team | Refresh team

Name	Role	Primary Phone	Local Time
Christopher Jacobs	Team Lead	(404) 555-1234	10:00 AM
Jasmillo	Team Member	(404) 555-1235	10:00 AM
...

FIG. 16

[illegible]

Fig. 17

५५५८
५५५९

585c

935e

2800

New candidate list for your open position: Mechanical Engineer (Full Time)

Subject: New candidates for your open Mechanical Engineer position

Hi Jason,

Few new candidates have been identified to match your current open Mechanical Engineer positions. Please click on the link to start your evaluation process.

Your due date for completing the transition is 01/29/03

Regards,
Jessica

Jessica Elkin
HR Generalist west coast
Marine systems INC.
3410 Hillview Avenue, Building E
Palo Alto, CA 94304
T 650.320.3507
E Jessica_Elkin@Marine_system.com
http://www.marine_systems.com

F16.20

F16.21

3000

3010

3005

General Data

3015 - Axel Janosch

Personnel No.

00001443

Hiring Date

01/01/2001

Personnel Area

Frankfurt

Pers. Subarea

Zentrale

Work Contract

3012 - Org. Unit

Sales Workstations Gr

3011 - Position

Sales Employee Work

3010 - Cost Center

00000001201 Workstatid

3009 - Cap. Util. Level

100.00

3008 - E-mail

axeljanosch@ides.com

Office

BAG/AU 22

Telephone

34343

EE Group

Active

EE Subgroup

Salariad staff

Controlling Area

HR-D: Sal. employees

Pay Grade Type

Chemie/Fabrik/Keram.

Pay Grade Area

Hessen

Pay Grade - 2016

GRD003

Pay Grade Level

01

3007 - Personal Data

Birth Date

08/25/1941

Mar. Status

Single

Address

Axel Janosch
Ploek 36
69117 Heidelberg

3006 - Period

05/20/2001 - 05/20/2003

3005 - Description

Leave w. quota d.

Days

10.00

3004 - Period

06/24/2002 - 07/05/2002

3003 - Description

Leave w. quota d.

Days

13.00

3002 - Absence Days

Filter not active - 3.054

3001 - Absence Days

Filter not active - 3.054

3000 - Skills

Qualification

Kenntnisse in Desktop Publishing

Proficiency

Low

3000 - Skills

Qualification

Willingness to assume responsibility

Proficiency

Independence and

F16.22

Applicant(s): Sven Schwerin Wenzel, et al.
ORGANIZATIONAL RESTRUCTURING

Marino Systems Inc.

Home: 818.714.0000 • Fax: 818.714.0001 • Email: info@marinosystems.com

3100 3101 3102

Welcome to Marino Personnel

Employee Info

Home: 818.714.0000 • Fax: 818.714.0001 • Email: info@marinosystems.com

3103 3104 3106

Message from the CEO

06/02/02

Guiding the ship through the storm

As we step deeper to the process of combining the two companies, the steering committee and myself feel we have done the right thing. I know that a lot have doubt the ability to harness these two clean engines into one, but much to my comfort we are surprising ourselves almost on a daily basis with the level of synergy we find.

On our last milestone meeting (as ideal) we have managed to reach few critical decisions. These are laying the ground to detailed business plan we will be presenting to you all next week. Obviously, not all the issues are resolved however I do want you to see the first solutions we published after our last meeting "Business 3 decisions" and ...

-Johnathan Franks

3120 3121

See Archives

Pat's To Do List

- Set-up new medical provider

3125

Merger Employee Events

Add to Outlook: ~~When Calculator~~

Date: ~~Event~~

3130 3132 3134 3136 3138

Quick Poll

As a member of Speedtel, do you feel part of the merger decision-making process?

Absolutely ☐

Some what ☐

Not at all ☐

3170 3171

Q&A with John

Your opportunity to be noticed

Latest Q & A 3163

Question: Will Offshore focus on any new markets?

Question: When do you expect to announce the new management team of the new company?

Question: Is it true that all the San Diego employees will have to move to Atlanta?

3160 3164

REGISTER NOW

Subject's name

Subject's name

Subject's name

F16.23

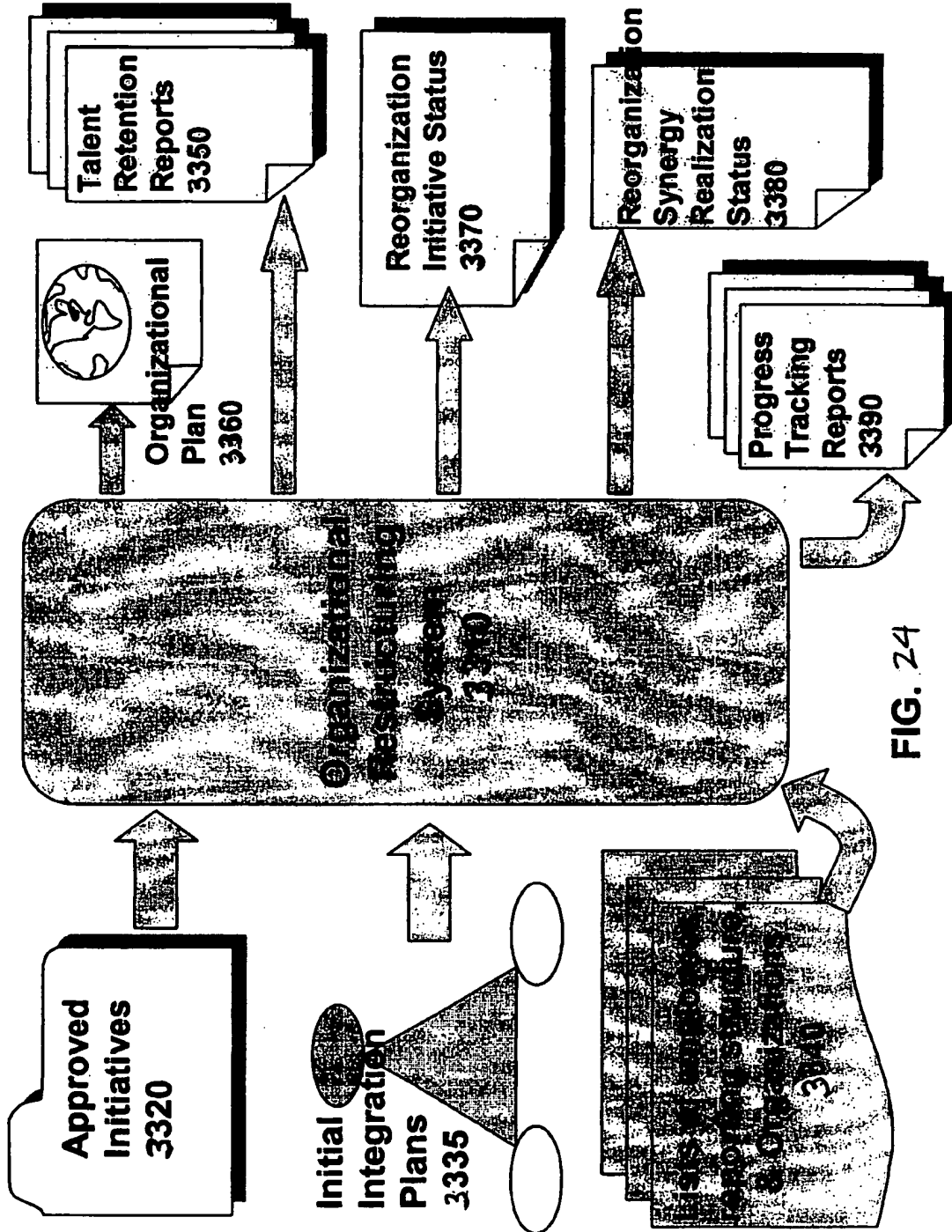


FIG. 24